

HRIS – Human Resources Information Solution RESOURCE GUIDE: DONATED LEAVE





DONATED LEAVE

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Donated Annual Leave Process Overview

The State of Arizona offers a Donated Annual Leave program. For more information regarding this program, please see State Personnel Rule R2-5A-B602 (F). The amount of donated annual leave received calculates using both the Leave Recipient and Leave Donor(s) hourly rate of pay.

If the Recipient does not use all of the Donated Annual Leave, the unused portion of the leave returns to the Donors on a pro-rated basis.

Donated Annual Leave processes using five forms:

- Donated Annual Leave Batch Maintenance (ZT70.5)
- Donated Annual Leave (ZT70.1)
- Donated Annual Leave sub form (ZT70.3 More button)
- Donated Annual Leave Return (ZT70.2)
- Donated Annual Leave Return sub form (ZT70.4 Return Info button)

NOTES:

- Before creating a Donated Leave Batch, verify the employee is eligible to receive Donated Leave. HRIS
 does not have any checks to verify this.
- Verify that the Donated Annual Leave paper form was completed and signed.
- If Donated Leave is going to be available in a specific pay period, create the batch no later than Monday (Day 1) of pay week. Donated leave batches created on compute Tuesday will not have hours available for the recipient to use until the next pay period.

Example Calculation of Donation and Return of Donated Annual Leave

Recipient

EIN 12345 – Rate of pay is \$10.00

Donors

- EIN 23456 Donates 25 hours leave at a rate of \$12.50
- EIN 34567 Donates 10 hours at a rate of \$8.00
- EIN 45678 Donates 100 hours at a rate of \$15.00
 - 135 (original) hours total



HRIS calculation

- EIN 23456 (25 hours*12.50)/10.00 = 31.25 converted hours
- EIN 34567 (10 hours * 8.00)/10.00 = 8.00 converted hours
- EIN 45678 (100 hours*15.00)/10.00 = 150.00 converted hours

Recipient receives a total donation of 31.25 + 8.0 + 150.0 = 189.25 converted hours.

Recipient uses 160.00 hours prior to returning to work, a balance will remain in the donated leave bucket of 29.25 converted hours.

The total original hours donated are 135. Individual donations divided by 135 equals the percentage of total donations.

- EIN 23456 25/135 = 18.5185%
- EIN 34567 10/135 = 7.4074%
- EIN 45678 100/135 = 74.0741%

The 29.25 prorated hours returned:

- EIN 23456 29.25 * 18.5185% = 5.4166 hours = 5.41 hours returned
- EIN 34567 29.25 * 7.4074% = 2.1667 = 2.17 hours returned
- EIN 45678 29.25 * 74.0741% = 21.6666 = 21.67 hours returned

The system will round the hours.



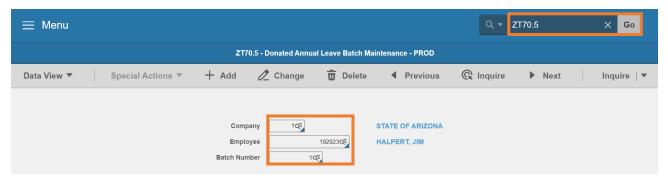
Process New Donations

Create a Batch ZT70.5

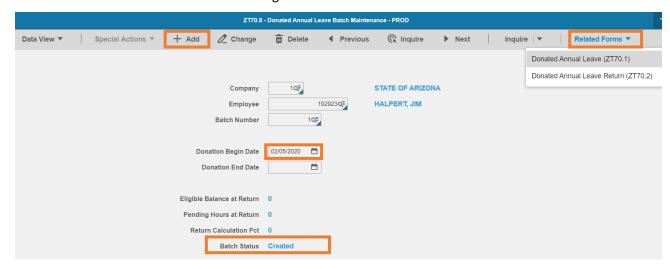
Use **Donated Annual Leave Batch Maintenance (ZT70.5)** to create a new batch number for employee donated leave donations and establish the date that donations start. This form will also display return information for the batch upon the return of donated leave hours.

Note: If the Recipient has a zero balance and receives additional donated leave, create a new batch.

• This is true for donations that come in after the batch with the original donations and the Recipient has already used all the hours. To add another entry would create an unfair pro-rated calculation when hours return.



- 1. Type **ZT70.5** in search field, click **Go**
- 2. **Company**: Type or select **1**
- 3. **Employee**: Type or select the **Employee Identification Number** of the person who will be receiving the Donated Annual Leave
- 4. Batch Number: Type a unique Batch Number
 - Drill Around to view existing batch numbers



- 5. **Donation Begin Date**: Select the first **date** the employee is eligible to receive donations.
 - This date is only for reference

- It will not affect time records or available balances
- 6. Donation End Date: **DO NOT input a value in this field
 - The End Date will be populated by HRIS when the Donation Return is processed
- 7. Click **Add** to save
 - Status bar displays message Add Complete-Continue
 - The Batch Status will show Created
- 8. Click **Related Forms** to select **Donated Annual Leave (ZT70.1)** to transfer to the screen to add donated hours.

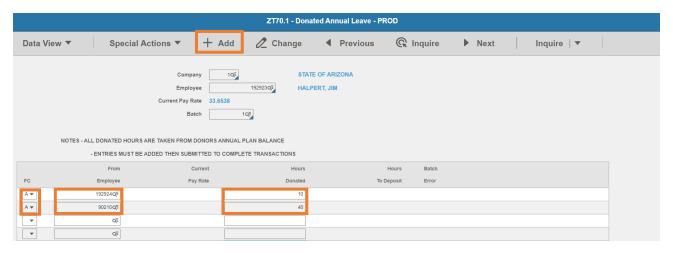
Enter Donations ZT70.1

Use **Donated Annual Leave (ZT70.1)** to create and submit donated annual leave transactions. Donations are added to a batch first. After hours are added, donations must be submitted to be made available for donor to use. View submitted transactions using Donated Annual Leave Return (ZT70.2).



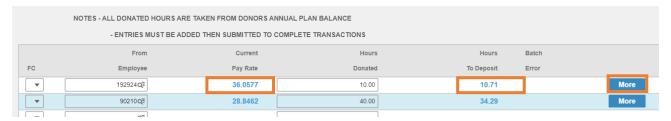
If transferred to screen from ZT70.5 skip to step 6

- 1. Type **ZT70.1** in search field, click **Go**
- 2. **Company**: Type or select 1
- 3. Employee: Type or select the Employee Identification Number
- 4. Batch: Select the Batch Number created on ZT70.5
- 5. Click Inquire



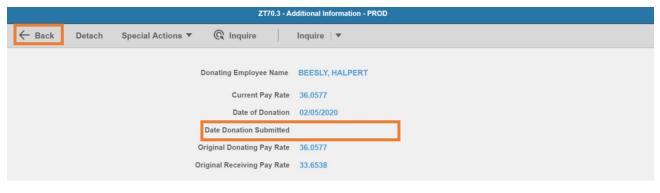
- 6. FC: Type or select A Add
- 7. **From Employee**: Type or select from the drop down menu the **Employee Identification Number** of the donating employee
- 8. Hours Donated: Type the number of hours being donated
- 9. Repeat steps 6-8 for each employee making a donation
- 10. Click Add to save. Status bar displays message Add Complete-Continue

Review Hours Added to the batch



At this step the hours have been added to the batch but not yet submitted.

- 1. The Current Pay Rate of the donor appears
- 2. Hours to Deposit for the recipient appears
- 3. Click More



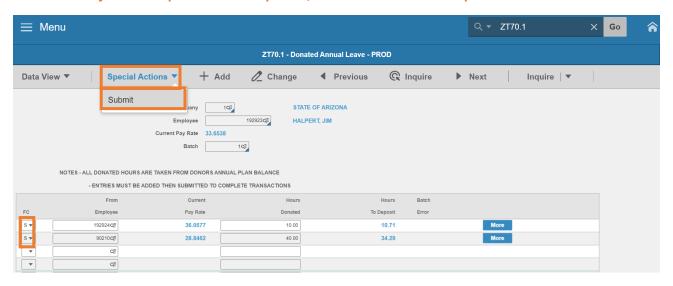
- 4. The Additional Information (ZT70.3) form displays a summary of the donor's information
- 5. Date Donation Submitted is blank. Entry has been added but not submitted
- 6. Click **Back** to return to ZT70.1



Submit Donations ZT70.1

After hours are added to a batch, the second step is to Submit the donations making them available for recipient to use.

WARNING – if these steps are not completed, the donations will not process in HRIS.



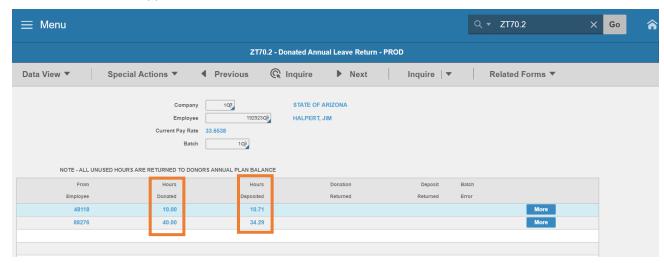
- 1. FC: Type or select S Submit Donation in each row
- 2. Click Special Actions
- 3. Click Submit
 - Status bar displays message Donations Submitted
 - Donation fields below are now blank

NOTE: These steps may have to be repeated multiple times due to the number of donors. Add more donors using the PageUp / PageDown buttons. When multiple pages exist, repeat steps 1-3 on each page.



Verify New Donations

Submitted donations appear on the **Donated Annual Leave Return (ZT70.2)**

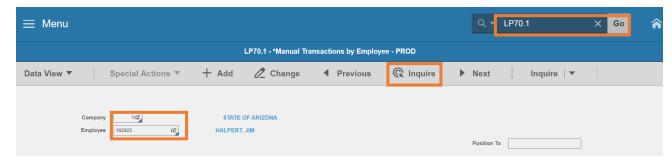


- 1. Use **Related Forms** to transfer from the ZT70.1 to the ZT70.2
- 2. Hours Donated: Annual Leave hours donated by From Employee
- 3. Hours Deposited: Hours added to recipient's Donated Leave balance
- 4. Donation Returned/Deposit Return: remain blank until batch is closed

If donations do not appear on this screen, return to the ZT70.1 to complete processing.

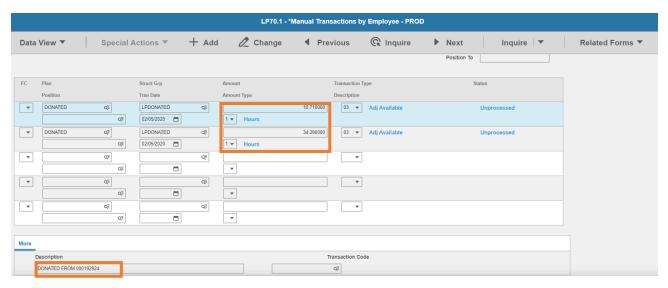
Submitted donations temporarily appear on the LP70.1 Manual Transactions form. These transactions will process nightly to update the Annual Leave and Donated Leave balances.

Do not change these system-generated transactions. To make adjustments use the ZT70.1 form.

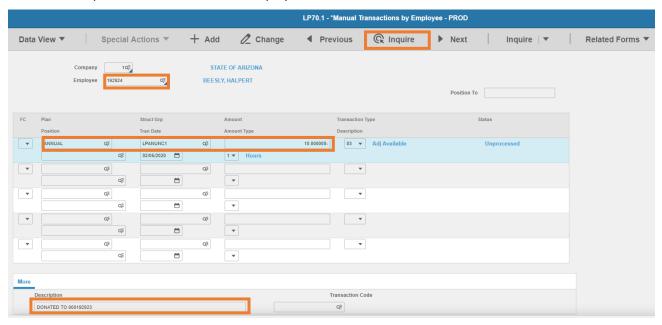


- 1. Type LP70.1 in search field, click Go
- 2. Company: Type or select 1
- 3. Employee: Type or select the Employee Identification Number of the person is receiving the **Donated Annual Leave**
- 4. Click Inquire





- 5. Donations are displayed
 - Each donation will increase the Donated Leave balance by the hours listed in the Amount field
- Description for transactions will display DONATED FROM EIN-of-Donor



- 7. Employee: Type or select the Employee Identification Number of the person donating hours
- Click Inquire 8.
- Donations are displayed
 - Each donation will decrease the Annual Leave balance by the hours listed in the Amount field
- 10. Description for transaction will display **DONATED TO EIN-of-Recipient**

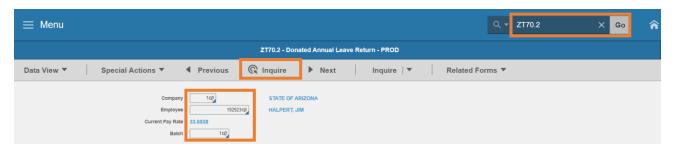
The donation portion of the process is now complete. Once the employee is no longer in need of donated leave, follow Processing Donation Returns



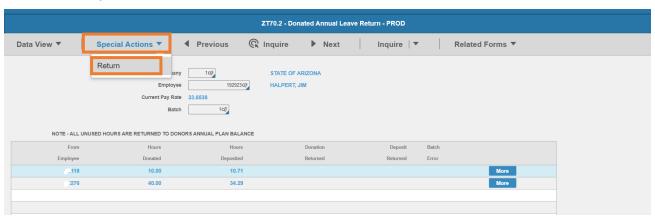
Processing Donation Returns

Once the employee is no longer in need of the donated leave, process the **ZT70.2 Donated Leave Return**. This is an important part of the process in order to close the batch and populate the End Date on the ZT70.5 Donated Annual Leave Batch Maintenance. Future batches cannot be created until existing batches are closed.

Even if the Recipient has a zero balance, process the ZT70.2. If new donations are received, follow instructions to create a new batch



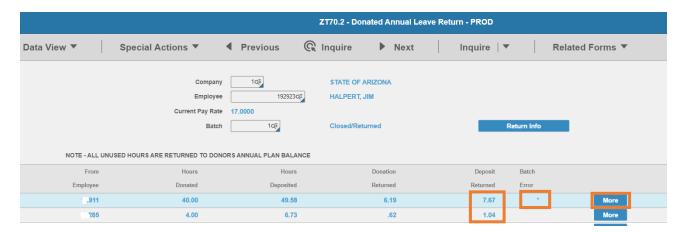
- 1. Type **ZT70.2** in search field, click **Go**
- 2. Company: Type or select 1
- 3. Employee: Type or select the Employee Identification Number
- 4. Batch: Select the Batch Number
- 5. Click Inquire



A row should appear for every donation the employee received.

- If donations do not appear on ZT70.2:
 - Return to ZT70.1
 - Click Inquire
 - If donations appear on ZT70.1, follow previous instruction to submit the donations
- 6. Click **Special Actions**
- 7. Click **Return** to process the return of the unused donated leave. Status bar displays message **Return Complete Continue**





The form displays amount of hours returned to each donor in the Deposit Returned Field.

- 8. Review Batch Error column for asterisk *
- 9. Click More to review the error



The employee did not receive the return showing in the ZT70.2 Deposit Returned column. Refer to the Agency Payroll Guide - Donated Leave on the General Accounting Office website for error resolution. After the error is resolved:

- 10. Click Special Actions
- 11. Click Clear Error. Status bar displays message Error cleared
- 12. Click **Back** to return to ZT70.2
- 13. Click Inquire the asterisk no longer displays in the Batch error column

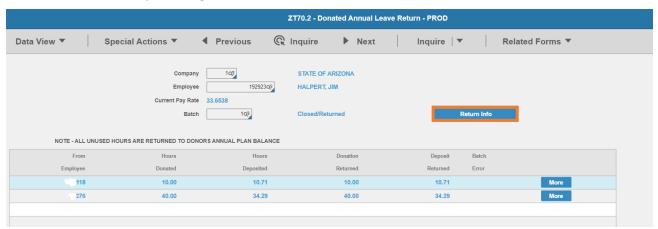


Return NOTE: If the Batch Status says **Closed/Returned** and all the Donors have an error, the More button displays the message **Field is required**.



- 14. This error will appear when there are zero hours to return. There is no additional processing except to clear the error
- 15. Click Special Actions
- 16. Click Clear Error. Status bar displays message Error cleared

Review how the return percentage is calculated



1. Click Return Info to view the sub-form ZT70.4 Return Calculation Data



2. Click **OK** to return to ZT70.2



Manual Transactions by Employee (LP70.1)

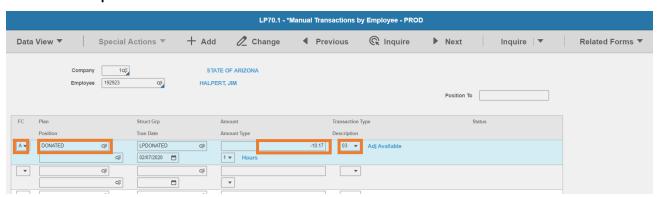
Manual Returns due to Batch Return errors

Open LP70.1 and create/add a transaction.

- **Donor** refers to the employee giving Annual Leave hours
- **Recipient** refers to the employee **receiving** Donations (Donated Leave)

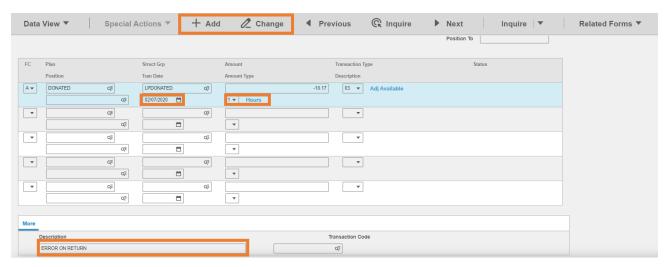


- 1. Type **LP70.1** in search field, click **Go**
- 2. Company: Type or select 1
- 3. Employee: Type or select the Employee Identification Number (EIN) of the Donor or Recipient
- 4. Click Inquire



- 5. **FC**: Type or select **A Add**
- Plan: Select the Absence Plan
 - Select Annual for Donor
 - Select **Donated** for Recipient
- 7. Structure Group: Auto-populates after the Absence Plan is selected
- 8. Amount: Type the number of hours to adjust
 - Donor Type positive hours to Annual Plan to increase the Annual balance
 - Recipient Type negative hours to Donated Plan. Type the dash symbol '-' after the number
- 9. **Transaction Type:** Select the Transaction Type of **03** ADJ Available





- 10. Trans Date: Type today's date
- 11. Amount Type: Select Hours
- 12. **Description**: Type the description of the adjustment
 - Donor's description: Type Returned from EIN (of recipient)
 - Recipient's description: Type Error on Return
- 13. Click Add or Change
 - If existing LP70 records exist, click Change instead of Add
 - Status bar displays message Add Complete Continue
 - Status changes to **Unprocessed**
- 14. Click **Inquire** to verify the transactions added as expected and did not duplicate

The Donation Return Process is now complete

When the nightly HRIS process has run, the hours return to the original Donors.



Interagency Donations

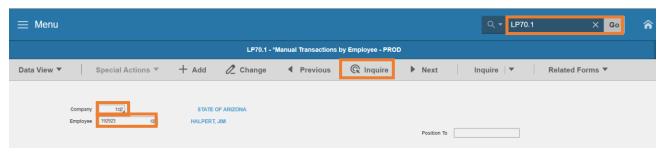
An employee may donate Annual Leave to a family member employed with another agency (See Personnel Rules as applicable). Both the donor's agency and the recipient's agency enter transactions in HRIS.

Interagency Donation Process Overview

	DONOR AGENCY	RECIPIENT AGENCY
DONATION	Obtain GAO209 & Verify Eligibility	Receive GAO-209 form
	Use LP70 to reduce contributor's annual leave balance LP70 will use the current date as "Tran Date" and the description "Donated to EIN XXXX"	Create Donated Leave batch ZT70.5
	Complete Contributor section of GAO-209 & send to recipient agency. Include Donor's EIN on the form	Convert the dollar value to hours. Use LP70 to add converted hours to the recipient employee's donated leave balance. Use a description "Received from EIN XXXXX"
		Complete the Recipient's section on GAO-209
RETURN	Receive GAO-209 form with Restoration value from recipient agency	Use LP70 to remove unused hours from the recipient's donated plan. Figure the percentages due back to each donor. Convert returned hours to a dollar value.
	Convert the dollar value to hours. Use LP70 to add converted hours to the donor's annual leave balance. Use a description "Returned from EIN XXXX"	Close Donated Leave batch ZT70.5
	If Donor is separated, you must contact your HR to update the employee to an R3 pay status. Pay out the annual leave balance on next compute	Complete Restoration section of GAO-209.

Donor Agency Procedures

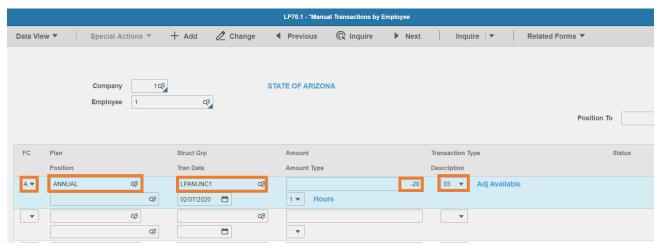
Upon receipt of the Employee Interagency Annual Leave Donation and Restoration (GAO209) form, the donor's agency will enter transactions on the LP70.1 related to the donating employee's annual leave balance. The LP70.1 is used twice, once to initiate the donation and again to return any hours not used by the recipient.



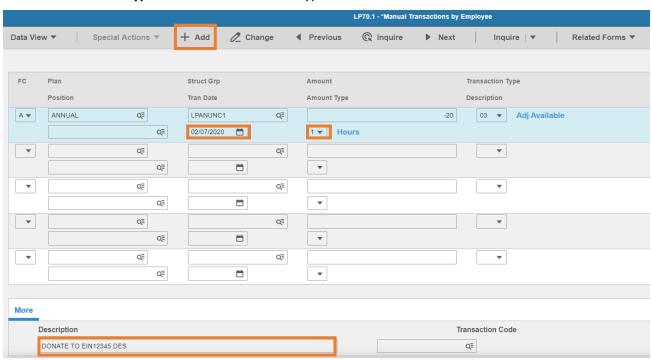
- 1. Type LP70.1 in search field, click Go
- 2. Company: Type or select 1



- 3. Employee: Type or select the Employee Identification Number (EIN) of the Donor
- 4. Click Inquire



- 5. FC: Type or select A Add
- 6. Plan: Select the ANNUAL Absence Plan
- 7. Structure Group: Auto-populates after the Absence Plan is selected
- 8. Amount: Type the number of hours the employee is donating or receiving back
 - **Donation of Hours** Type **negative hours** to reduce the Annual balance. Type the dash symbol " " after the number
 - Return of Hours Type positive hours to increase the Annual balance
- 9. **Transaction Type:** Select the Transaction Type of **03 ADJ Available**



10. Trans Date: Type today's date



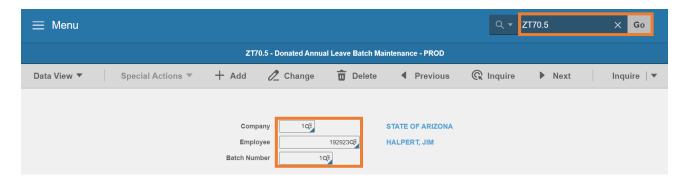
- 11. Amount Type: Select Hours
- 12. **Description**: Type the description of the adjustment
 - **Donation of Hours: Type Donated to EIN AGY**
 - a) EIN=Recipient's EIN
 - b) AGY=Recipient's Agency
 - Return of Hours: Type Returned from EIN AGY
- 13. Click Add or Change
 - If existing LP70 records exist, click Change instead of Add
 - Status bar displays message Add Complete Continue
 - Status changes to **Unprocessed**
- 14. Click Inquire to verify the transactions added as expected and did not duplicate

Recipient Agency Procedures

Upon receipt of the Employee Interagency Annual Leave Donation and Restoration (GAO209) form, the recipient's agency will create a Donated Leave batch on ZT70.5 and enter transactions on the LP70.1 related to the recipient employee's donated leave balance. The LP70.1 is used twice, once to initiate the donation and again to return any hours not used by the recipient.

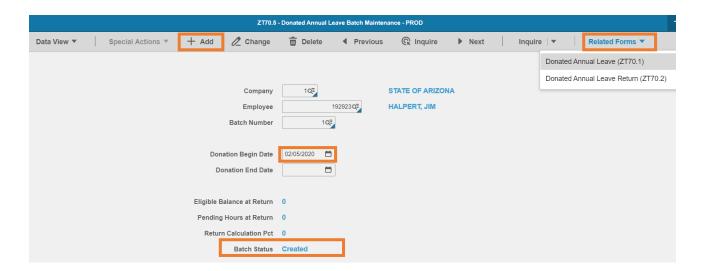
Create a Batch ZT70.5

Use Donated Annual Leave Batch Maintenance (ZT70.5) to create a new batch number for employee donated leave donations and establish the date that donations start. This form will also display return information for the batch upon the return of donated leave hours.



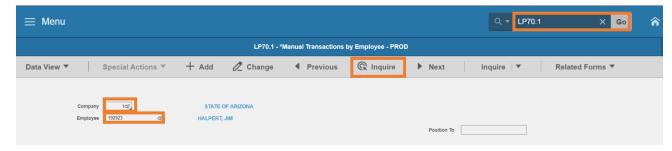
- 1. Type **ZT70.5** in search field, click **Go**
- 2. **Company**: Type or select 1
- 3. Employee: Type or select the Employee Identification Number of the person who will be receiving the Donated Annual Leave
- 4. Batch Number: Type a unique Batch Number
 - Drill Around to view existing batch numbers





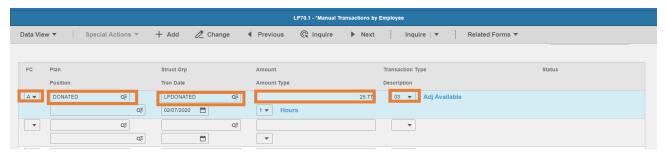
- 5. **Donation Begin Date**: Select the first **date** the employee is eligible to receive donations.
 - This date is only for reference
 - It will not affect time records or available balances
- 6. Donation End Date: DO NOT input a value in this field
 - The End Date will be populated by HRIS when the Donation Return is processed
- 7. Click Add to save
 - Status bar displays message Add Complete-Continue
 - The Batch Status will show Created

Use the Manual Transactions by Employee (LP70.1) to add the interagency donation

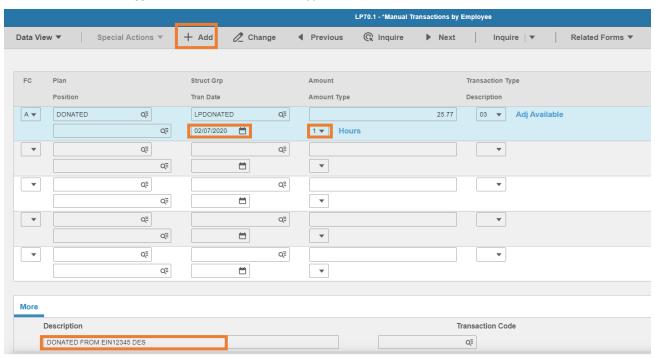


- 1. Type LP70.1 in search field, click Go
- 2. Company: Type or select 1
- 3. Employee: Type or select the Employee Identification Number (EIN) of the Recipient
- 4. Click Inquire





- 5. FC: Type or select A Add
- Plan: Select the **DONATED** Absence Plan
- 7. Structure Group: Auto-populates after the Absence Plan is selected
- **Amount:** Type the number of **hours** the employee is receiving or giving back
 - **Donation of Hours** Type **positive hours** to increase the Donated Leave balance.
 - Return of Hours Type negative hours to decrease the Donated Leave balance. Type the dash symbol " - " after the number
- Transaction Type: Select the Transaction Type of **03 ADJ Available**



- 10. Trans Date: Type today's date
- 11. Amount Type: Select 1 Hours
- 12. Description: Type the description of the adjustment
 - **Donation of Hours: Type Donated From EIN AGY**
 - EIN=Donor's EIN
 - AGY=Donor's Agency
 - Return of Hours: Type Returned to EIN AGY



13. Click Add or Change

- If existing LP70 records exist, click Change instead of Add
- Status bar displays message Add Complete Continue
- Status changes to **Unprocessed**
- 14. Click Inquire to verify the transactions added as expected and did not duplicate

Process Return of Unused Hours (Recipient Agency)

Once the employee is no longer in need of the donated leave, process the **ZT70.2 Donated Leave Return**. This is an important part of the process in order to close the batch and populate the End Date on the ZT70.5 Donated Annual Leave Batch Maintenance.

When interagency donations are included in a batch, the return of hours to the interagency donor must be processed first on LP70.1 before the ZT70.2 can be processed.

- 1. Use the **Donated Leave calculator** on the ADOA-General Accounting Office website to calculate the pro-ration of hours to return to the donor
- 2. Use the LP70.1 to remove the inter-agency pro-rated hours from the recipient's Donated Leave
 - LP70.1 adjustment will process overnight
- 3. The **next morning**, Use the **ZT70.2** to process the Return and close the batch